



Recruitment Pack

Head of Performing Arts

Music Specialist

Isca Academy

Closing Date: 9am - Friday 1st March 2024

Interview Dates: week commencing
Monday 4th March 2024

Ted
Wragg TRUST

Ted Wragg Trust



We are an ambitious and inclusive Trust of schools



**Welcome from the Ted Wragg Trust
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values



How we will succeed



Isca Academy – Job Description

Job Title:	Head of Performing Arts
Location:	Isca Academy
Responsible to:	Assistant Headteacher
Salary Grade:	TLR 2b

Key Purpose of Job

- To develop and oversee an excellent Performing Arts curriculum for both Music and Dance/Drama
- To oversee the quality of education across the Performing Arts faculty
- To lead the development of the Performing Arts at KS3/KS4
- To lead and develop extra-curricular Performing Arts provision.
- To lead the Performing Arts faculty and follow school QA systems and take on the roles and responsibilities of a middle leader at Isca Academy.
- To provide effective line management of the Headteachers of Music/Dance & Drama and ensure they are supported to run their curriculum effectively and are able to achieve excellent outcomes in their subject.
- To promote the development and love of the performing Arts across the academy
- To oversee the quality of coursework across all of the Performing Arts and ensure deadlines are met successfully and outcomes for all students across all subjects are excellent.
- To ensure there is a high quality production each year as well as other seasonal events
- Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.
- The creation of an effective whole-school Parts extra-curricular provision
- The creation of an effective Performing arts curriculum
- To have a range of artists, across different subjects competing/showcasing at national level
- To ensure performing arts is high profile across the Academy.
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Key Duties and Accountabilities

- Develop and maintain a Performing Arts curriculum for all year groups
- Oversee the quality of T&L of Performing Arts in lessons
- Contributing to the quality assurance of internal and external provision.
- Build and maintain excellent links and partnerships for Performing Arts provision within the local community.

- Where required, to assist the Senior leadership team in the formulation of the Academy Improvement Plans, School Evaluation Form (SEF) and Action Plan, taking account of the agreed priorities of the School and how these links with national and local initiatives.

Supervision/ Line Management Responsibilities of the Post

- The postholder will be responsible for the supervision of the Performing arts staff.

Working Environment and Conditions of the Post

- In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people the post holder may be required to work at other sites.

Other Duties

All Isca academy staff are expected to:

- Ensure that the aims, priorities and policies of the Academy and Trust are adhered to, including the staff Safeguarding Code of Conduct.
- Attend parents, staff and team meetings as required, making a valued and professional contribution.
- Undertake break, lunch and after school supervision as agreed, according to Academy policy.
 - Encourage the good conduct of all students and at all times on the Academy site and within its vicinity.
 - To make a full commitment to personal professional development, engage positively in organised professional development activity and staff appraisal procedures.
 - Maintain respectful and effective communication with students and other staff, including attendance at briefings and through completing student report cards and logs as appropriate.
 - Maintain respectful, positive and effective communication with parents, including phone calls and letters home, as appropriate.
 - Maintain positive and effective communication and liaison with partner schools and the wider community, as appropriate.
 - Act as an advocate of the Academy and its pupils in all circumstances, ensuring every opportunity is taken to celebrate our success.
- To carry out other duties as reasonably requested by the Headteacher.

Other Information

- The Trust is committed to ensuring that our employees are able to achieve their full potential in an environment offering dignity, respect and equality of opportunity. As an employee, you are representing the Trust and must support and demonstrate your commitment to the Trust's ethos and anti-discriminatory practices.
- The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking or vaping in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members. The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
- The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at.
- The post holder may be required to move their base to any location within the Trust upon request.
- As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions,

reprimands or final warnings as well as convictions, whether “spent” or “unspent”. Criminal convictions will only be taken into account when they are relevant to the post.

- This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.

This job description is subject to review by consultation.

Head of Performing Arts : Person Specification

	ESSENTIAL/ DESIRABLE	How Assessed*
Experience		
Currently run a successful Performing arts subject area	E	A, I, R
Evidence of whole school leadership initiatives	E	A, I, R
Experience of raising achievement intervention in teaching process	E	A, I, R
Experience of leading whole school provision	E	A, I, R
Knowledge of effective Performing arts provision and statutory guidelines	E	A, I, R
Proven record of innovation and leading change successfully	E	A, I, R
Experience of School Improvement planning	E	A, I, R
Experience of managing others	D	A, I, R
Qualifications and training		
An appropriate, good honours degree (2:2 or higher)	E	A, C
QTS or equivalent	E	A, C
Evidence of further professional study	E	A, C, R
Knowledge		
Ability to teach your subject across the whole ability range	E	A, I, R
A thorough knowledge of the National Curriculum for your subject/department	E	A, I, R
Evidence of successful experience of curriculum/subject development	E	A, I, R
The ability to prepare and deliver lessons which actively engage all students throughout the age and ability range ay Key Stages 3 and 4.	E	A, I, R
An up-to-date understanding of current developments and initiatives	E	A, I, R
An ability to evaluate the work of others and enable their development through consultation, coaching and support	E	A, I, R
Skills		
Evidence of strong leadership skill	E	A, I, R
Complete understanding of effective T&L pedagogy and the ability to cite recent quality research in this area	E	A, I, R
Evidence of effective team work and collaboration	E	A, I, R
Ability to inspire and motivate students	E	A, I, R
An ability to evaluate the work of others and enable their development through consultation, coaching and support	E	A, I, R
An ability to analyse data and information, identify patterns and trends and to formulate strategies for improving learning	E	A, I, R
Excellent communication skills, both oral and written	E	A, I, R
The ability to gain the confidence and respect of students, staff and parents	E	A, I, R
Ability to prioritise, plan and organise own work	E	A, I, R

Other

Committed to equality of opportunity and the safeguarding and welfare of all pupils	E	I, R
Effective use of the ICT packages e.g. Word, Excel or equivalent	E	A, I, R
Ability to fulfil all spoken aspects of the role with confidence and fluency in English	E	A, I, R
Commitment to being involved in the wider life of the school through participation in extra-curricular activities.	E	A, I, R
Must pass <i>all</i> relevant safeguarding of children checks	DBS checks, self-declaration and interview	

*AF= Application Form; C = Certificate; R= References; I= Interview



Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission, we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone, whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

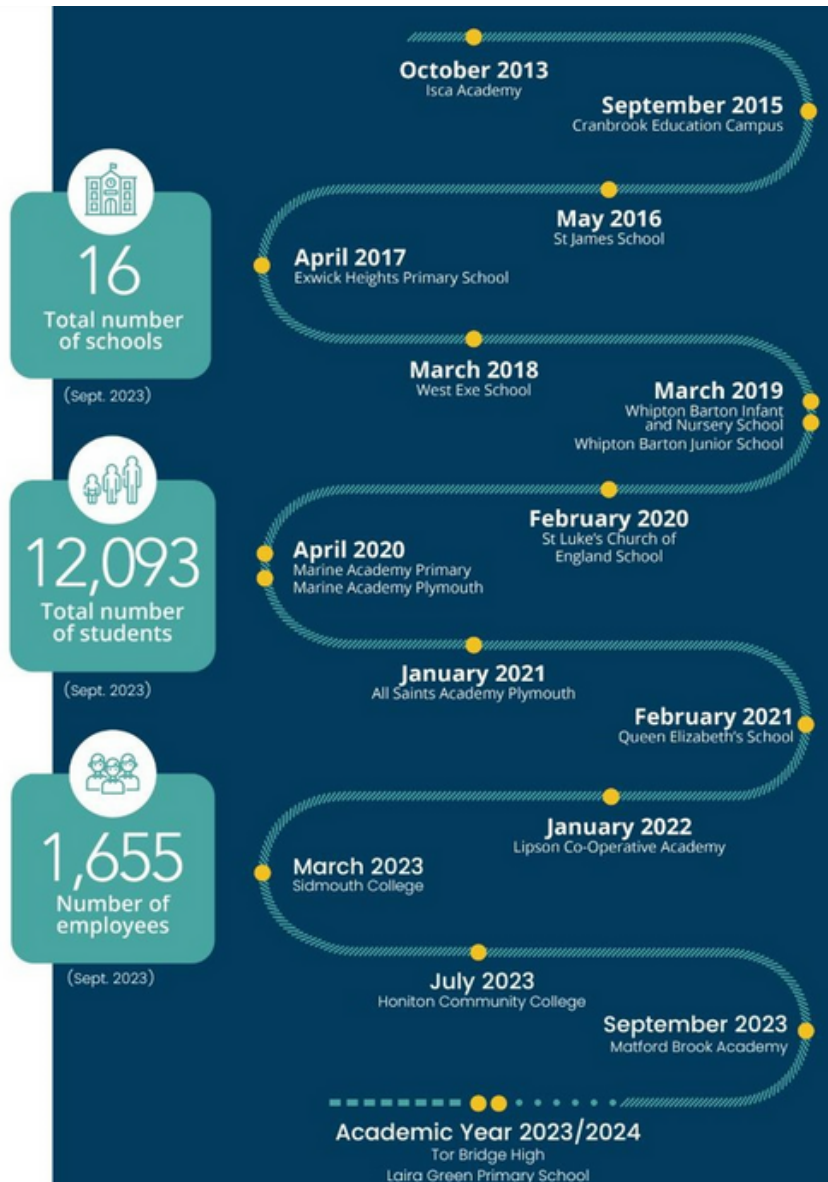


In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.



Colyton Grammar



Key Details

Job Title: Head of Performing Arts - Music Specialist preferred

Location: Exeter, Devon

Salary: MPS/UPS + TLR2b

Closing Date: 9am - Friday 1st March 2024

Interview Date: Week commencing 4th March 2024

We are looking for a passionate, energetic and ambitious leader with a relentless drive to achieve outstanding outcomes with children regardless of their background and prior learning across Music, Drama and Dance. You will be an enthusiastic specialist able to model, teach and inspire scholars across KS3/KS4 and ensuring our high standards of Performing Arts expertise are sustained and developed even further under your leadership.

At Isca Academy, we are relentlessly ambitious for all our children and intend to have the best outcomes in the country by 2027. We want the best people to join us in making that happen. If you would like an informal conversation about this role or you would like to see us in action please email:
danni.james@iscaexeter.co.uk

How to apply

Application forms and further information are available from our website: www.iscaexeter.co.uk

For an informal conversation and to find out more about the role please contact Danni James, HR administrator danni.james@iscaexeter.co.uk. Visits to the school are also encouraged.



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Thank you for your interest!

Ted
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